CERTIFICATE OF SERVICE

The undersigned hereby certifies that a copy of the foregoing **DISMISSAL AND NOTICE OF RIGHTS** was served upon all parties to this action by email and depositing the same in a postpaid wrapper in an official depository under the exclusive care and custody of the United States Postal Service, Burgaw, North Carolina, and addressed to:

COUNTY OF CLEVELAND

ATTN: Attorney Martha Thompson

Post Office Box 1210

Shelby, North Carolina 28151

Telephone: (704) 484-4900

Fax: (919) 829-1583

Email: mthompson@shpw.com

martha.thompson@clevelandcountync.gov

Staff Attorney for Cleveland County

FILED ASHEVILLE, N.C.

JAN 192021

U.S. DISTRICT COURT W. DIST. OF N.C.

CLEVELAND COUNTY DEPARTMENT OF SOCIAL SERVICES

ATTN: Katie Swanson 130 South Post Rd.

Shelby, North Carolina 28150 Telephone: (704) 484-4900

Fax: (919) 829-1583

Social Services Director for Cleveland County

CLEVELAND COUNTY BOARD OF COMMISSIONS

ATTN: Doug Bridges--Chairman

Post Office Box 1210

Shelby, North Carolina 28151 Telephone: (704) 484-4900

Fax: (919) 829-1583

Doug Bridges

1055 Hunter Valley Rd.

Shelby, North Carolina 28150

Email: doug.bridges@clevelandcounty.com

KATIE SWANSON 130 South Post Rd. Shelby, NC 28150

State Courier #: 06-52-03

This the 14th day of January, 2021

Dante' Antonia Murphy

Post Office Box 475 Burgaw, NC 28425

Email: dntmrphy@gmail.com

Pro Se Plaintiff



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Charlotte District Office

129 West Trade Street, Suite 400
Charlotte, NC 28202
Intake Information Group: 800-669-4000
Intake Information Group TTY: 800-669-6820
Charlotte Status Line: (866) 408-8075
Direct Dial: (704) 344-6686
TTY (704) 344-6684
FAX (704) 954-6410
FILED Website: 1838-86388 2002

September 30, 2020

ASHEVILLE, N.C.

Mr. Dante' Murphy Po Box 475 Burgaw, NC 28425 JAN 192021

U.S. DISTRICT COURT W. DIST. OF N.C.

Re:

Murphy vs. CLEVELAND COUNTY DEPARTMENT OF SOCIAL SERVICES

EEOC Charge Number: 430-2019-02403C

Dear Mr. Murphy:

We have completed your request for a Substantial Weight Review of the determination issued by the North Carolina Office of Administrative Hearings (NCOAH) for the above referenced charge. The Substantial Weight Review involves a thorough review of the investigative file to determine whether we agree with the findings made by the NCOAH.

We regret your dissatisfaction with the final processing of your charge. However, you may be assured that your charge was processed in accordance with agency policies and procedures. The review of a Substantial Weight Review request includes an assessment of whether there is substantial new and relevant evidence, or a persuasive argument that the prior decision was contrary to the law or the facts. While we understand that the parties to a charge often have firm views that the available evidence supports their respective positions, our final actions must comport with our interpretations of the available evidence and the laws we enforce. Our review has determined that no appropriate evidence has been overlooked or misinterpreted in evaluating your charge. You will be issued her Notice of Right to Sue.

If you wish to pursue your claim further, you will have to do so by filing a lawsuit in federal court within 90 days of your receipt of the Notice of Right to Suc. If you do not file a lawsuit within the 90-day period, your right to sue in federal court will be lost and cannot be restored by EEOC.

We hope this information is helpful to you.

Sincerely, Thomas M. Colclough Acting District Director

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

	e' A. Murphy		From: Charlotte Dis	trict Office
Po Box 475				
Burgaw, NC 28425				
	•		Charlotte, NC	28202
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	The facts alleged in t	he charge fail to state a claim unde	or any of the statutes enforced	by the EEOC
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	Your allegations did	not involve a disability as defined b	y the Americans With Disabiliti	es Act. Includes a commission and commission
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	The Respondent em	ploys less than the required number	r of employees or is not otherw	rise covered by the statutes.
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	Your charge was n discrimination to file	ot timely filed with EEOC; in off your charge	ner words, you waited too lo	ng after the date(s) of the alleged
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السحاد	information obtained	ie ioliowing determination. Baset extensiones violations of the status	Jupon is investigation, the E	EOC is unable to conclude that the the respondent is in compliance with
\$\$\P		ing is made as to any other issues		
	회사자회에 대한 회원 회사 지수는 이 전에 있는 것이 없는 것이 없는 것이 없는 것이 없는 것이 없는 것이 없는 것이 없다.	강하게 하는 경험을 되었다. 하는 사람들은 경기 없는다.	한다는 바다 하라마하는 그를 되는 것이 없었다.	
LXJ	The EEOC has adop	ted the findings of the state or loca	I fair employment practices age	ency that investigated this charge.
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	Other (briefly state)			
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Discrimina	nou iu Embiokweii	t ACC: I his will be the only not	ce of dismissal and of your	right to sue that we will send you.
You may ni	e a lawsuit against ti	ne respondent(s) under federal	law based on this charge in	rederal or state court. Your
lawsuit mu i	et de med Milhin è	O DAYS of your receipt of th	is notice; or your right to su	ie based on this charge will be
lost (The t	ime limit for filing suit	based on a claim under state la	w may be different.)	
		电路通道 。		
Equal Pay	Act (EPA): EPA suit	s must be filed in federal or stat	te court within 2 years (3 year	ars for willful violations) of the
alleged EP/	A underpayment. Th	s means that backpay due for	any violations that occurr	ed more than 2 years (3 years)
before you	file suit may not be	collectible.		
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